

LEADERSHIP FOR JUNIORS

Duration: 4 days

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The influence of leadership on performance and employee satisfaction is beyond dispute. Today's research clearly shows which leadership principles and leadership behaviors transform employees into motivated thinkers.

Good leaders are challenged. They should communicate visions, spark enthusiasm and transfer goals appropriately from the top to all other levels. They are supposed to support employees, develop skills and build teams where motivated achievers materialize ideas, show top performance, and achieve common goals in an atmosphere of mutual trust and open communication. They are supposed to grow within their role, develop substitutes and qualify themselves for higher tasks.

Requirements for leaders

- Successful leaders lead situationally. Their leadership style adjusts flexibly to different assignments and prerequisites of employees.
- Successful leaders manage to suitably apply the laws of motivational theory.
- They concentrate on relevant issues, set priorities, and delegate.

- They build their teams personally and select appropriate people for specific jobs.
- Competent employees with well developed skills are a crucial prerequisite.
- Awareness of the personal role model position, developing a performance-oriented and trustworthy environment.
- Conflict awareness; conflicts are not avoided but faced and addressed head-on.

PARTICIPANTS

- Successful managers acquiring new inputs and insights for personal leadership competence.
- Specialists and team leaders acquiring new positions with more extensive leadership responsibility.
- Junior managers designated for a higher position with comprehensive leadership responsibility.

TOPICS

The St. Gallen Leadership Model

- Human resources management as critical success factor of the St. Gallen Management Approach

- Awareness of the personal leadership situation: Influencing factors and effects

Leadership Style and Leadership Personality

- Findings of modern leadership theories
- Leadership styles and situative leadership
- Authentic and effective - components of personal leadership

Tools and Methodologies of Human Resources Management

- Leadership versus execution: Development of high performing employees
- Strategic incentive systems as motivators
- Target agreements, employee development, and performance evaluation
- Creation of dynamics and enthusiasm

Leadership Behavior and Leadership Competence

- Leadership through internal corporate identity
- Identification and motivation based on an exemplified corporate culture
- Competent leadership behavior in critical situations
- Motivation as leadership skill

SESSIONS

- 5020-E** 19.–22.10.2020
Davos
- 5011-E** 14.–17.06.2021
Brunnen
- 5021-E** 25.–28.10.2021
Davos

Program Fees

CHF 3900.–*
(plus 7.7% VAT)

* Invoicing in EUR possible (subject to daily exchange rates).

ADMINISTRATION AND ORGANISATION

Our paramount goal is to provide top of mind, holistic and practical management knowledge.

If possible, the content and structure of the seminar is adapted to a certain degree to the specific interests and backgrounds of the participants to foster the transfer of the provided concepts and methods into practice.

Our seminars in management education are structured as standalone modules that allow topicspecific combinations. This facilitates the option to customfit our programs to the individual needs of our clients

Counseling and Information

We will gladly provide you with more information about our seminars, programs and diplomas. Please contact us if you would like an SMP advisor to help you make the right personaldevelopment choice among our many courses and programs.

Phone: +41 71 244 55 55
EMail: seminare@smp.ch

The following administrative references allow for a smooth process of your registration. We gladly assist you in any queries.

Registration

We kindly ask you to registry via Email (seminare@smp.ch) or on the product description site of our homepage (www.smp.ch). Additionally the next page provides a registration form than can be sent to us via fax or postal services.

If a seminar is fully booked or if acceptance in a diploma program is not possible, we will inform you immediately. SMP reserves the right to make small adjustments to programs or changes of faculty.

After we receive your registration, we will send you

- A confirmation of your registration including the invoice.
- Information on logistics, hotel and travel to the program venue.
- A reservation sheet for your accommodation.

SMP Administration

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Fees and Accommodations

Seminar fees include the cost of the seminar and the seminar materials (plus 8% VAT for seminars in Switzerland). Seminars outside of Switzerland are taxed according to local regulations. Not included are all hotel costs of the participant including room and board, directly payable at the hotel. Our seminars take place in hotels. For this reason, we offer reasonable priced packages. A participant may choose different accommodations, however a fixed daily amount will be charged by the hotel nevertheless. Multipart seminars can be booked only as a whole. Missed seminar days or seminar parts cannot be made up at a later date (Exceptions may apply).

Seminar and diploma fees are invoiced in Swiss Francs (CHF). Upon request, payment in EURO (EUR) is possible at the daily currency exchange rate.

Change of Registration / Cancellation

Changes of registration from one seminar or diploma program to another are possible only up to 6 weeks before the start of the seminar at the cost of a CHF 350 change of reservation fee. Cancellations are free up to 3 months before the start of a seminar or diploma program. Registered participants who cancel their registration between 3 months and 6 weeks before the start of a seminar will incur a charge of 40% of the respective seminar or diploma fee. Registered participants who cancel their registration within 30 working days of the start of the seminar or diploma program will be charged the full fee.

We recommend that participants take out cancellation insurance to cover the above seminar cancellation costs in case of illness or other unforeseen circumstances.

With your registration you accept the General Terms and Conditions of the SGMI Management Institut St. Gallen AG. For further information please go to www.smp.ch/en/tc.

Certificate

After your attendance of the seminar / completion of a program, you will receive a certificate on the last course day.

REGISTRATION CARDS

We are looking forward to your registration. Please send your registration card by mail, fax, email or submit your application online at www.smp.ch

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